

HB0501S01 compared with HB0501

~~{Omitted text}~~ shows text that was in HB0501 but was omitted in HB0501S01

inserted text shows text that was not in HB0501 but was inserted into HB0501S01

DISCLAIMER: This document is provided to assist you in your comparison of the two bills. Sometimes this automated comparison will NOT be completely accurate. Therefore, you need to read the actual bills. This automatically generated document could contain inaccuracies caused by: limitations of the compare program; bad input data; or other causes.

1 ~~{Division of Natural Resources}~~ Law Enforcement Salary Amendments

2025 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Ryan D. Wilcox

Senate Sponsor:

2

3 **LONG TITLE**

4 **General Description:**

5 This bill addresses ~~{the salary ranges for peace officers employed by the Division of Natural Resources}~~ law enforcement officer salaries.

6 **Highlighted Provisions:**

7 This bill:

9 ▶ requires the director of the Division of Human Resource Management to work with the Division of Law Enforcement and Division of Forestry, Fire, and State Lands to create specialized ~~{state}~~ pay ~~{plan}~~ plans for ~~{DNR peace officers to establish certain salary ranges; and}~~ specific positions;

11 ▶ requires the current salary survey for a law enforcement officer to include a survey of all state law enforcement agencies that employ, respectively, comparable positions; and

11 ▶ makes technical and conforming changes.

14 **Money Appropriated in this Bill:**

15 None

16 **Other Special Clauses:**

17 None

HB0501

HB0501 compared with HB0501S01

19 AMENDS:

20 **63A-17-110** , as last amended by Laws of Utah 2022, Chapters 169, 274 , as last amended by Laws
of Utah 2022, Chapters 169, 274

21 **63A-17-307 , as last amended by Laws of Utah 2023, Chapter 489 , as last amended by Laws
of Utah 2023, Chapter 489**

22

23 *Be it enacted by the Legislature of the state of Utah:*

24 Section 1. Section **63A-17-110** is amended to read:

25 **63A-17-110. State pay plans for DNR peace officers and wildland firefighters.**

26 (1) As used in this section:

27 (a) "Division of Forestry, Fire, and State Lands" means the division created in Section 65A-1-4 within
the Department of Natural Resources.

28 ~~{(a)}~~ (b) "Division of Law Enforcement" means the division created in Section 79-2-702 within the
Department of Natural Resources.

26 ~~{(a)}~~ ~~{(b)}~~ (c) "DNR ~~peace~~ law enforcement officer" means an employee of the Department of Natural
Resources who is designated as a ~~peace~~ law enforcement officer by law.

28 ~~{(b)}~~ ~~{(c)}~~ (d) "Wildland firefighter" means an employee of the Division of Forestry, Fire, and State
Lands who is:

30 (i) trained in firefighter techniques; and

31 (ii) assigned to a position of hazardous duty.

32 (2) The director shall:

33 (a) coordinate directly with the Division of Forestry, Fire, and State Lands and the Division of Law
Enforcement to establish ~~[a]~~ specialized state pay ~~[plan]~~ plans for DNR ~~peace~~ law enforcement
officers and wildland firefighters that:

35 (i) meets the requirements of Section 63A-17-307;

36 (ii) ~~{subject to Subsection (3),}~~ distinguishes the salary range and ~~{rate}~~ proposed pay progression for
each DNR peace officer~~[-and-]~~ ;

38 (iii) distinguishes the salary range for each wildland firefighter classification;

39 ~~{(iii)}~~ (iv) includes for each DNR peace officer and wildland firefighter classification:

40 (A) the minimum qualifications; and

41 (B) any training requirements; and

HB0501 compared with HB0501S01

- 42 [(iv)] (v) provides standards for:
43 (A) performance evaluation; and
44 (B) promotion; and
45 (b) include, in the plan described in Subsection 63A-17-307(5), recommendations on funding and salary increases for DNR peace officers and wildland firefighters.

47 ~~{(3)}~~

~~{(a) Subject to Subsection (3)(b), the salary range and rate distinguished for each DNR peace officer under Subsection (2)(a)(ii) shall be equivalent to the salary range and rate of a peace officer employed by the Department of Public Safety with similar years of service and qualifications. }~~

51 ~~{(b) If the salary range and rate determined under Subsection (3)(a) for the rank of major or the position of deputy director or director within the Division of Law Enforcement would exceed the salary range and rate of division directors employed by the Department of Natural Resources in other divisions within the Department of Natural Resources, the executive director of the Department of Natural Resources, in consultation with the director of the Division of Law Enforcement, may make reasonable adjustments to the range and rate. }~~

53 Section 2. Section 63A-17-307 is amended to read:

54 **63A-17-307. State pay plans -- Applicability of section -- Exemptions -- Duties of director.**

56 (1)

- (a) This section, and the rules made by the division under this section, apply to each career and noncareer employee not specifically exempted under Subsection (2).
- 58 (b) If not exempted under Subsection (2), an employee is considered to be in classified service.
- 60 (2) The following employees are exempt from this section:
- 61 (a) members of the Legislature and legislative employees;
- 62 (b) members of the judiciary and judicial employees;
- 63 (c) elected members of the executive branch and employees designated as schedule AC as provided under Subsection 63A-17-301(1)(c);
- 65 (d) employees of the State Board of Education;
- 66 (e) officers, faculty, and other employees of state institutions of higher education;
- 67 (f) employees in a position that is specified by statute to be exempt from this Subsection (2);
- 69 (g) employees in the Office of the Attorney General;
- 70 (h) department heads and other persons appointed by the governor under statute;

HB0501 compared with HB0501S01

- 71 (i) schedule AS employees as provided under Subsection 63A-17-301(1)(m);
- 72 (j) department deputy directors, division directors, and other employees designated as schedule AD as
provided under Subsection 63A-17-301(1)(d);
- 74 (k) employees that determine and execute policy designated as schedule AR as provided under
Subsection 63A-17-301(1)(l);
- 76 (l) teaching staff, educational interpreters, and educators designated as schedule AH as provided under
Subsection 63A-17-301(1)(g);
- 78 (m) temporary employees described in Subsection 63A-17-301(1)(r);
- 79 (n) patients and inmates designated as schedule AU as provided under Subsection 63A-17-301(1)(o)
who are employed by state institutions; and
- 81 (o) members of state and local boards and councils and other employees designated as schedule AQ as
provided under Subsection 63A-17-301(1)(k).
- 83 (3)
- (a) The director shall prepare, maintain, and revise a position classification plan for each employee
position not exempted under Subsection (2) to provide equal pay for equal work.
- 86 (b) Classification of positions shall be based upon similarity of duties performed and responsibilities
assumed, so that the same job requirements and the same salary range, subject to Section
63A-17-112, may be applied equitably to each position in the same class.
- 90 (c) The director shall allocate or reallocate the position of each employee in classified service to one of
the classes in the classification plan.
- 92 (d)
- (i) The division shall conduct periodic studies and interviews to provide that the classification plan
remains reasonably current and reflects the duties and responsibilities assigned to and performed by
employees.
- 95 (ii) The director shall determine the need for studies and interviews after considering factors such as
changes in duties and responsibilities of positions or agency reorganizations.
- 98 (4)
- (a) With the approval of the executive director and the governor, the director shall develop and adopt
pay plans for each position in classified service.

100

HB0501 compared with HB0501S01

- (b) The director shall design each pay plan to achieve, to the degree that funds permit, comparability of state salary ranges to the market using data obtained from private enterprise and other public employment for similar work.
- 103 (c) The director shall adhere to the following in developing each pay plan:
- 104 (i) each pay plan shall consist of sufficient salary ranges to:
- 105 (A) permit adequate salary differential among the various classes of positions in the classification plan;
and
- 107 (B) reflect the normal growth and productivity potential of employees in that class.
- 108 (ii) The director shall issue rules for the administration of pay plans.
- 109 (d) The establishing of a salary range is a nondelegable activity and is not appealable under the grievance procedures of Part 6, Grievance Provisions, Title 67, Chapter 19a, Grievance Procedures, or otherwise.
- 112 (e) The director shall make rules, accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act, providing for:
- 114 (i) agency approved salary adjustments within approved salary ranges, including an administrative salary adjustment; and
- 116 (ii) structure adjustments that modify salary ranges, including a cost of living adjustment or market comparability adjustment.
- 118 (5)
- (a) On or before October 31 of each year, the director shall submit an annual compensation plan to the executive director and the governor for consideration in the executive budget and to the State Employee Benefits Advisory Commission created in Section 63C-31-102.
- 122 (b) The plan described in Subsection (5)(a) may include recommendations, including:
- 123 (i) salary increases that generally affect employees, including a general increase or merit increase;
- 125 (ii) salary increases that address compensation issues unique to an agency or occupation;
- 127 (iii) structure adjustments, including a cost of living adjustment or market comparability adjustment; or
- 129 (iv) changes to employee benefits.
- 130 (c)
- (i)

HB0501 compared with HB0501S01

- (A) Subject to Subsection (5)(c)(i)(B) or (C), the director shall incorporate the results of a salary survey of a reasonable cross section of comparable positions in private and public employment in the state into the annual compensation plan.
- 134 (B) The salary survey for a law enforcement officer, as defined in Section 53-13-103, a correctional officer, as defined in Section 53-13-104, or a dispatcher, as defined in Section 53-6-102, shall at minimum include the three largest political subdivisions [~~in the state~~] and all state law enforcement agencies that employ, respectively, comparable positions.
- 139 (C) The salary survey for an examiner or supervisor described in Title 7, Chapter 1, Part 2, Department of Financial Institutions, shall at minimum include the Federal Deposit Insurance Corporation, Federal Reserve, and National Credit Union Administration.
- 143 (ii) The director may cooperate with or participate in any survey conducted by other public and private employers.
- 145 (iii) The director shall obtain information for the purpose of constructing the survey from the Division of Workforce Information and Payment Services and shall include employer name, number of persons employed by the employer, employer contact information and job titles, county code, and salary if available.
- 149 (iv) The division shall acquire and protect the needed records in compliance with the provisions of Section 35A-4-312.
- 151 (d) The director may incorporate any other relevant information in the plan described in Subsection (5) (a), including information on staff turnover, recruitment data, or external market trends.
- 154 (e) The director shall:
- 155 (i) establish criteria to assure the adequacy and accuracy of data used to make recommendations described in this Subsection (5); and
- 157 (ii) when preparing recommendations use accepted methodologies and techniques similar to and consistent with those used in the private sector.
- 159 (f)
- (i) Upon request and subject to Subsection (5)(f)(ii), the division shall make available foundational information used by the division or director in the drafting of a plan described in Subsection (5)(a), including:
- 162 (A) demographic and labor market information;
- 163 (B) information on employee turnover;

HB0501 compared with HB0501S01

- 164 (C) salary information;
- 165 (D) information on recruitment; and
- 166 (E) geographic data.
- 167 (ii) The division may not provide under Subsection (5)(f)(i) information or other data that is proprietary
or otherwise protected under the terms of a contract or by law.
- 169 (g) The governor shall:
- 170 (i) consider salary and structure adjustments recommended under Subsection (5)(b) in preparing the
executive budget and shall recommend the method of distributing the adjustments;
- 173 (ii) submit compensation recommendations to the Legislature; and
- 174 (iii) support the recommendation with schedules indicating the cost to individual departments and the
source of funds.
- 176 (h) If funding is approved by the Legislature in a general appropriations act, the adjustments take effect
on the July 1 following the enactment unless otherwise indicated.
- 179 (6)
- (a) The director shall make rules, in accordance with Title 63G, Chapter 3, Utah Administrative
Rulemaking Act, for the granting of incentive awards, including awards for cost saving actions,
awards for commendable actions by an employee, or a market-based award to attract or retain
employees.
- 183 (b) An agency may not grant a market-based award unless the award is previously approved by the
division.
- 185 (c) In accordance with Subsection (6)(b), an agency requesting the division's approval of a market-
based award shall submit a request and documentation, subject to Subsection (6)(d), to the division.
- 188 (d) In the documentation required in Subsection (6)(c), the requesting agency shall identify for the
division:
- 190 (i) any benefit the market-based award would provide for the agency, including:
- 191 (A) budgetary advantages; or
- 192 (B) recruitment advantages;
- 193 (ii) a mission critical need to attract or retain unique or hard to find skills in the market; or
- 195 (iii) any other advantage the agency would gain through the utilization of a market-based award.
- 197 (7)

HB0501 compared with HB0501S01

(a) The director shall regularly evaluate the total compensation program of state employees in the classified service.

199 (b) The division shall determine if employee benefits are comparable to those offered by other private and public employers using information from:

201 (i) a study conducted by a third-party consultant; or

202 (ii) the most recent edition of a nationally recognized benefits survey.

203 Section 3. **Effective date.**

This bill takes effect on May 7, 2025.

2-26-25 9:14 AM